

Resolution of the Annual General Meeting of United Internet AG on May 19, 2022
Regarding the Compensation and Compensation System for Members of the
Supervisory Board

(Publication pursuant to Section 113(3), sentence 6, in conjunction with Section 120a(2) of
the German Stock Corporation Act (AktG))

On May 19, 2022, the Annual General Meeting of United Internet AG adopted the following **resolution** under agenda item 8, pursuant to Section 113 (3) of the German Stock Corporation Act (AktG), with the required majority of votes:

“a) Cancellation of the remuneration resolution of 2021

The remuneration of the Supervisory Board members resolved by the Annual Shareholders’ Meeting on May 27, 2021, under point b) of agenda item 8 is canceled with effect as of fiscal year 2021.

b) Remuneration resolution as of fiscal year 2022 and remuneration system

The following new provision for the remuneration of the Supervisory Board members shall apply as of fiscal year 2022:

- i) In addition to the reimbursement of cash expenses, each member of the Supervisory Board shall receive fixed annual remuneration of EUR 30,000.00. The chairman shall receive EUR 120,000.00; the deputy chairman shall receive EUR 45,000.00.*
- ii) For serving on the Supervisory Board’s audit and risk committee, the chairman of the audit and risk committee shall additionally receive EUR 65,000.00 annually; each other member of the audit and risk committee shall additionally receive EUR 25,000.00 annually.*
- iii) A member of the Supervisory Board who is a member of the Supervisory Board or of the audit and risk committee only for a part of a fiscal year shall receive a lower amount of remuneration on a pro rata temporis basis for each month that begins.*
- iv) In addition, each member of the Supervisory Board and each member of the audit and risk committee shall receive an attendance fee of EUR 1,500.00 for each time they attend Supervisory Board meetings or audit and risk committee meetings that are held with the members being physically present. Where meetings of the Supervisory Board or audit and risk committee are not held in person but virtually (in particular, if a meeting is conducted only by telephone or only via videoconference), the members of the Supervisory Board or the audit and risk committee shall receive no attendance fee if the meeting lasted no more than one hour. Members who do not personally attend in-person Supervisory*

Board or audit and risk committee meetings (e.g., by participating via telephone or videoconference) shall in any event only receive 25% of the attendance fee; participating solely by submitting a voting rights message (Stimmrechtsbotschaft) does not result in a claim to receive an attendance fee.

- v) *The Company shall support the members of the Supervisory Board and the audit and risk committee in participating in necessary further and advanced training and shall also bear – to a reasonable extent – the costs incurred in this regard.*
- vi) *The total remuneration pursuant to points i) through v) shall be due after expiration of a fiscal year. Expenses are reimbursed immediately.*

The remuneration of the Supervisory Board members, including the system on which this remuneration is based, is resolved.”

The following **remuneration system**, on which the remuneration of the members of the Supervisory Board is based, was presented to and approved by the Annual General Meeting of United Internet AG on May 19, 2022:

1. Excerpt from the Articles of Association of United Internet AG

§ 13 Remuneration

- (1) In addition to reimbursement of their out-of-pocket expenses, the members of the Supervisory Board shall receive remuneration as determined by the Annual General Meeting.
- (2) Value-added tax shall be reimbursed to the members of the Supervisory Board.

2. Remuneration system for the Supervisory Board effective from the 2022 fiscal year, including the information required under Sections 113(3), sentence 3, and 87a(1), sentence 2 of the German Stock Corporation Act (AktG)

The remuneration system for Supervisory Board members is based on statutory requirements and takes into account the recommendations of the German Corporate Governance Code.

Members of the Supervisory Board shall continue to receive fixed remuneration plus an attendance fee, without any variable or equity-based compensation. The granting of fixed remuneration corresponds to the prevailing practice among other listed companies and has proven effective. The Management Board and the Supervisory Board believe that fixed remuneration for Supervisory Board members is the most effective way to strengthen the Supervisory Board's independence and to reflect its advisory and monitoring functions, which must be fulfilled independently of the company's performance. Fixed remuneration

for Supervisory Board members is also provided for in Recommendation G.18, sentence 1 of the German Corporate Governance Code (DCGK).

Members of the Supervisory Board receive fixed annual remuneration of EUR 30,000.00. In accordance with Recommendation G.17 of the German Corporate Governance Code (DCGK), the remuneration for the Chair and Deputy Chair of the Supervisory Board has been increased due to the greater time commitment required. The fixed annual remuneration for the Chair of the Supervisory Board is EUR 120,000.00 and for the Deputy Chair EUR 45,000.00. The Company shall support the members of the Supervisory Board in undertaking the continuing education and training measures required for their work on the Supervisory Board and the Audit and Risk Committee and shall also cover the associated costs to a reasonable extent. Furthermore, in accordance with Recommendation G.17 of the German Corporate Governance Code (DCGK), the Chair of the Audit and Risk Committee receives an additional annual payment of EUR 65,000.00, and each other member of the Audit and Risk Committee receives an additional annual payment of EUR 25,000.00.

Members of the Supervisory Board who served on the Supervisory Board or the Audit and Risk Committee for only part of the fiscal year receive pro-rata compensation for each month or portion thereof.

In addition, each member of the Supervisory Board and each member of the Audit and Risk Committee receives an attendance fee of EUR 1,500.00 for each in-person meeting of the Supervisory Board or the Audit and Risk Committee attended. If meetings of the Supervisory Board or the Audit and Risk Committee are held virtually rather than in person (for example if a meeting takes place only via telephone or via video conference), members of the Supervisory Board or the Audit and Risk Committee shall not receive an attendance fee if the meeting lasts no more than one hour. Members who do not attend in-person meetings of the Supervisory Board or the Audit and Risk Committee (for example by participating via telephone or via video conference) shall receive only 25% of the meeting fee, whereas participation solely through the submission of a proxy statement does not entitle the member to a meeting fee.

Remuneration is due in full at the end of the fiscal year. Expenses are reimbursed immediately. In addition, the remuneration is increased by any applicable sales tax.